

RESOLUTION NO. 2013-044

AUTHORIZING SALARY ADJUSTMENTS FOR THE CITY'S NON-UNION EMPLOYEES IN 2014 BASED ON THE SALARY ADJUSTMENTS CONTAINED IN THE CONTRACTS BETWEEN THE CITY AND ITS VARIOUS EMPLOYEE BARGAINING UNITS.

WHEREAS, the City is in the process of preparing a budget for 2014; and

WHEREAS, the City has been negotiating with the City's various bargaining units for new contracts the term of which would start in 2014; and

WHEREAS, the new contracts which have been negotiated with the City's bargaining units include provisions regarding union employee salaries for 2014; and

WHEREAS, addressing the 2014 salaries of the City's non-union employees at the same time as the union contracts will assist with the budgeting process and provide the Council with a more comprehensive financial picture of the cost of employee salaries in 2014; and

WHEREAS, the Common Council finds that it is in the best interests of the City to address the 2014 salaries of its non-union employees at the same time as the union contracts are brought forward for approval.

NOW THEREFORE, BE IT RESOLVED, by the City of Rapid City, that the City's non-union employees, with the exception of the non-union employees in the Fire and Police Departments, will receive the same salary adjustments in 2014 as outlined in Appendix A of the City's Contract with the American Federation of State, County and Municipal Employees which becomes effective on January 1st, 2014.

BE IT FURTHER RESOLVED that the non-union employees in the Fire Department and Police Department will receive a step increase on January 1st of 2014 and a cost of living adjustment on July 1st of 2014. The step increase will be equivalent to a 2.5% increase for those employees that are between step A and step II on the City's non-union pay matrix as of that date. Those employees between steps J and R on the City's non-union pay matrix will be given a step increase equivalent to 1.25% on that date. The cost of living adjustment on July 1st of 2014 will be given as a 2.5% adjustment to the non-union pay matrix.

CITY OF RAPID CITY

Sam Kooiker, Mayor

ATTEST:

Pauline Sumption, Finance Officer